

## BAER FOR MORE PAY.

### Suggests a Sliding Scale

for the Miners.

## MAKES POWERFUL ANALYSIS

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### Scores Civic Federation in the Anthracite Strike.

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**Brilliant Address Before the Strike Com-**  
mission Summing Up the Operators' Case—Admits Labor's Right to Organize, but Not to Control—The Monopoly of the Labor Trust—Points Out Labor's Desire to Become Superior to the Law's Demands—The Great Difficulties in Mining Anthracite—Efforts of the Operators to Meet Their Employees With Justice—Proposes

PHILADELPHIA, Feb. 12.—George F. Baer, president of the Reading railroad and coal companies, made an offer to the miners to-day on the rate of wages to be paid for the next three years. It was the result of a brilliant and powerful speech before the strike commission. The offer was:

That the rate of wages now paid shall be the minimum basis for the next three years. That from the 1st of November to the 1st of April, 1903, all employees other than contract miners shall get an additional 5 per cent.; that on and after April 1, 1903, for each five cents in excess of \$4.50 a ton

on the average price realized for white-seam coal in the harbor of New York, on all sizes above pea, wages shall be advanced 1 per cent., the wages to rise or fall 1 per cent. for each five cents increase or decrease in prices; but they shall never fall during the next three years below the present basis; the average price for each region to be ascertained by a competent accountant to be appointed by Judge Gray, chairman of the commission, or in case for any reason Judge Gray cannot act, then by one of the United States Circuit Judges holding court in the city of Philadelphia; the compensation of the accountant to be fixed by the Judge.

making the appointment and to be paid to the operators in proportion to the tonnage of each mine, each operator to submit full statement each month to the accountant of all the sales of white-ash coal and the prices realized therefrom, f. o. b., New York, with the right of the accountant to go to the books to verify the same.

Both Mr. Mitchell and Mr. Darrow refused to discuss Mr. Baer's offer, but it is certain that they will not accept it. The miners' union prefers to wait for the large plums which it is boastfully confident the commission will hand it. Following Mr. Baer, Mr. Darrow spoke. Archbishop Ryan occupied a seat beside Bishop Spalding. John Mitchell arrived shortly after noon and listened to Mr. Baer intently.

Mr. Baer said:

[illegible]

out of ten. Promoted from the ranks. But we are told that while this may have been true as to the past, new conditions and for ever have been developed which require new lords and new laws.

In the development of the natural resources of the earth it is necessary for men to combine both their capital and their energy. Railroad and steamship lines, great stock plants and workshops of every kind can only

be created by a combination of individual energy. Through an adaptation and enlargement of Roman law, the modern business is the product of the modern business man, and the modern business is a large business carried on by a firm consisting of one family, or a very few persons, are distributed among these few, but a successful business carried on in corporate form distributes its profits among the many, and therefore necessarily tends to a greater distribution of wealth.

In general, no one denies the right of man to organize for a lawful purpose; but the right to organize and the power of the organization are not the same thing.

Why may not labor organize?

As if this settled the problem. But capital cannot organize for an illegal purpose. Organized capital is subjected to shareholder scrutiny than any other kind of organization. For example, any manufacturer or employer in such a weak position that he needs to employ spies to surround the establishment of another competing manufacturer to prevent ingress and egress to the works, or interfere with the sale of its commodities by intercepting its customers or interfering with the transportation of its products cannot be the orderly conduct of the rival business.

Each must keep within the law. There can not be one law for citizens and corporations and another law for labor organizations.

I have been criticised because in an interview before the President of the United States I charged the lawlessness in the anthracite regions to the Mine Workers' organization and I shall, with your permission, proceed, and I shall, warning who I did so, the law

lessness in the coal regions was the direct result of mistaken theories of the rights of the Mine Workers. It will not do to say that the leaders have not encouraged violence and crime. It is true, no doubt, that they did not directly advise it. They at times counseled against it and issued paper proclamations

collaborate for peace; and at other times, as they did on the witness stand, they have expressed regrets for it. Nevertheless, they are legally and morally responsible for the situation they created, and from which this violence and crime resulted.

**RESPONSIBILITY FOR VIOLENCE.**

Here is the record. Resolution No. 1 of the Shamokin convention approves it:

**The Line of Least Resistance**

runs along the Hudson River, through the Mohawk

Valley, along Lake Erie to Detroit, Cleveland, Chicago, Cincinnati, Indianapolis and St. Louis. It is called the New York Central—44

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